General Assembly

Distr.: General
13 February 2007

Sixty-first session
Agenda item 122

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/61/512/Add.1)*]

61/237. Scale of assessments for the apportionment of the expenses of the United Nations

The General Assembly,

Recalling its previous resolutions and decisions on the scale of assessments for the apportionment of the expenses of the United Nations, including its resolutions 43/223 B of 21 December 1988, 46/221 B of 20 December 1991, 55/5 B, C and D of 23 December 2000, 57/4 B of 20 December 2002 and 58/1 B of 23 December 2003,

Recalling in particular its resolution 55/5 B, in which it decided to fix the elements of the scale of assessments for two successive scale periods until 2006, subject to the provisions of its resolution 55/5 C,

Recalling paragraphs 5 and 6 of its resolution 58/1 B,

Noting that the application of the current methodology has led to substantial increases in the rate of assessment of some Member States, including developing countries,

Having considered the report of the Committee on Contributions,[1]

1. *Affirms* that the determination of the scale of assessments for the apportionment of the expenses of the United Nations shall remain the prerogative of the General Assembly;

2. *Reaffirms* the obligation of all Member States to bear the expenses of the United Nations, as apportioned by the General Assembly, in conformity with Article 17, paragraph 2, of the Charter of the United Nations;

3. *Also reaffirms* the fundamental principle that the expenses of the Organization shall be apportioned broadly according to capacity to pay;

4. *Further reaffirms* that the Committee on Contributions as a technical body is required to prepare the scale of assessments strictly on the basis of reliable, verifiable and comparable data;

[1] *Official Records of the General Assembly, Sixty-first Session, Supplement No. 11* and corrigendum (A/61/11 and Corr.1).

5. *Decides* that the scale of assessments for the period 2007–2009 shall be based on the following elements and criteria:

(*a*) Estimates of gross national income;

(*b*) Average statistical base periods of three and six years;

(*c*) Conversion rates based on market exchange rates, except where that would cause excessive fluctuations and distortions in the income of some Member States, when price-adjusted rates of exchange or other appropriate conversion rates should be employed, taking due account of its resolution 46/221 B;

(*d*) The debt-burden approach employed in the scale of assessments for the period 2004–2006;

(*e*) A low per capita income adjustment of 80 per cent, with a threshold per capita income limit of the average per capita gross national income of all Member States for the statistical base periods;

(*f*) A minimum assessment rate of 0.001 per cent;

(*g*) A maximum assessment rate for the least developed countries of 0.01 per cent;

(*h*) A maximum assessment rate of 22 per cent;

6. *Resolves* that the scale of assessments for the contributions of Member States to the regular budget of the United Nations for 2007, 2008 and 2009 shall be as follows:

Member State	*Percentage*
Afghanistan	0.001
Albania	0.006
Algeria	0.085
Andorra	0.008
Angola	0.003
Antigua and Barbuda	0.002
Argentina	0.325
Armenia	0.002
Australia	1.787
Austria	0.887
Azerbaijan	0.005
Bahamas	0.016
Bahrain	0.033
Bangladesh	0.010
Barbados	0.009
Belarus	0.020
Belgium	1.102
Belize	0.001
Benin	0.001
Bhutan	0.001
Bolivia	0.006
Bosnia and Herzegovina	0.006

Member State	*Percentage*
Botswana	0.014
Brazil	0.876
Brunei Darussalam	0.026
Bulgaria	0.020
Burkina Faso	0.002
Burundi	0.001
Cambodia	0.001
Cameroon	0.009
Canada	2.977
Cape Verde	0.001
Central African Republic	0.001
Chad	0.001
Chile	0.161
China	2.667
Colombia	0.105
Comoros	0.001
Congo	0.001
Costa Rica	0.032
Côte d'Ivoire	0.009
Croatia	0.050
Cuba	0.054
Cyprus	0.044
Czech Republic	0.281
Democratic People's Republic of Korea	0.007
Democratic Republic of the Congo	0.003
Denmark	0.739
Djibouti	0.001
Dominica	0.001
Dominican Republic	0.024
Ecuador	0.021
Egypt	0.088
El Salvador	0.020
Equatorial Guinea	0.002
Eritrea	0.001
Estonia	0.016
Ethiopia	0.003
Fiji	0.003
Finland	0.564
France	6.301
Gabon	0.008
Gambia	0.001
Georgia	0.003
Germany	8.577

Member State	*Percentage*
Ghana	0.004
Greece	0.596
Grenada	0.001
Guatemala	0.032
Guinea	0.001
Guinea-Bissau	0.001
Guyana	0.001
Haiti	0.002
Honduras	0.005
Hungary	0.244
Iceland	0.037
India	0.450
Indonesia	0.161
Iran (Islamic Republic of)	0.180
Iraq	0.015
Ireland	0.445
Israel	0.419
Italy	5.079
Jamaica	0.010
Japan	16.624
Jordan	0.012
Kazakhstan	0.029
Kenya	0.010
Kiribati	0.001
Kuwait	0.182
Kyrgyzstan	0.001
Lao People's Democratic Republic	0.001
Latvia	0.018
Lebanon	0.034
Lesotho	0.001
Liberia	0.001
Libyan Arab Jamahiriya	0.062
Liechtenstein	0.010
Lithuania	0.031
Luxembourg	0.085
Madagascar	0.002
Malawi	0.001
Malaysia	0.190
Maldives	0.001
Mali	0.001
Malta	0.017
Marshall Islands	0.001
Mauritania	0.001

Member State	*Percentage*
Mauritius	0.011
Mexico	2.257
Micronesia (Federated States of)	0.001
Moldova	0.001
Monaco	0.003
Mongolia	0.001
Montenegro	0.001
Morocco	0.042
Mozambique	0.001
Myanmar	0.005
Namibia	0.006
Nauru	0.001
Nepal	0.003
Netherlands	1.873
New Zealand	0.256
Nicaragua	0.002
Niger	0.001
Nigeria	0.048
Norway	0.782
Oman	0.073
Pakistan	0.059
Palau	0.001
Panama	0.023
Papua New Guinea	0.002
Paraguay	0.005
Peru	0.078
Philippines	0.078
Poland	0.501
Portugal	0.527
Qatar	0.085
Republic of Korea	2.173
Romania	0.070
Russian Federation	1.200
Rwanda	0.001
Saint Kitts and Nevis	0.001
Saint Lucia	0.001
Saint Vincent and the Grenadines	0.001
Samoa	0.001
San Marino	0.003
Sao Tome and Principe	0.001
Saudi Arabia	0.748
Senegal	0.004
Serbia	0.021

Member State	*Percentage*
Seychelles	0.002
Sierra Leone	0.001
Singapore	0.347
Slovakia	0.063
Slovenia	0.096
Solomon Islands	0.001
Somalia	0.001
South Africa	0.290
Spain	2.968
Sri Lanka	0.016
Sudan	0.010
Suriname	0.001
Swaziland	0.002
Sweden	1.071
Switzerland	1.216
Syrian Arab Republic	0.016
Tajikistan	0.001
Thailand	0.186
The former Yugoslav Republic of Macedonia	0.005
Timor-Leste	0.001
Togo	0.001
Tonga	0.001
Trinidad and Tobago	0.027
Tunisia	0.031
Turkey	0.381
Turkmenistan	0.006
Tuvalu	0.001
Uganda	0.003
Ukraine	0.045
United Arab Emirates	0.302
United Kingdom of Great Britain and Northern Ireland	6.642
United Republic of Tanzania	0.006
United States of America	22.000
Uruguay	0.027
Uzbekistan	0.008
Vanuatu	0.001
Venezuela (Bolivarian Republic of)	0.200
Viet Nam	0.024
Yemen	0.007
Zambia	0.001
Zimbabwe	0.008
Total	**100.000**

7. *Requests* the Committee on Contributions, in accordance with its mandate and the rules of procedure of the General Assembly, to review the elements of the methodology of the scale of assessments in order to reflect the capacity of Member States to pay and to report thereon to the Assembly by the main part of its sixty-third session;

8. *Resolves* that:

(*a*) Notwithstanding the terms of financial regulation 3.9,[2] the Secretary-General shall be empowered to accept, at his discretion and after consultation with the Chairman of the Committee on Contributions, a portion of the contributions of Member States for the calendar years 2007, 2008 and 2009 in currencies other than the United States dollar;

(*b*) In accordance with financial regulation 3.8,[2] the Holy See, which is not a member of the United Nations but which participates in certain of its activities, shall be called upon to contribute towards the expenses of the Organization for 2007, 2008 and 2009 on the basis of a notional assessment rate of 0.001 per cent, which represents the basis for the calculation of the flat annual fees to be charged to the Holy See in accordance with its resolution 44/197 B of 21 December 1989;

9. *Endorses* the recommendations of the Committee on Contributions contained in paragraph 132 of its report;[1]

10. *Decides* that the rate of assessment for Montenegro, admitted to membership in the United Nations on 28 June 2006, shall be 0.001 per cent for 2006;

11. *Also decides* that Montenegro shall contribute at the rate of one twelfth of this percentage for each full month of membership in 2006;

12. *Further decides* that the contributions of Montenegro for 2006 shall be applied to the same basis of assessment as for other Member States, except that, in the case of appropriations or apportionments approved by the General Assembly for the financing of peacekeeping operations, the contributions of Montenegro, as determined by the level of contributions for peacekeeping operations to which it is assigned in 2006, pursuant to the provisions of Assembly resolution 55/235 of 23 December 2000, shall be calculated in proportion to the calendar year;

13. *Decides* that the assessments of Montenegro for 2006 shall be deducted from those of the former Serbia and Montenegro for that year;

14. *Also decides* that, in accordance with financial regulation 3.7,[2] the advance of Montenegro to the Working Capital Fund shall be calculated by the application of its rate of assessment for 2006 to the authorized level of the Fund and should be added to the Fund, pending its incorporation in a 100 per cent scale for the Fund for 2006–2007, pursuant to the related provisions of General Assembly resolution 60/283 of 7 July 2006;

15. *Notes* that, pursuant to its resolution 47/217 of 23 December 1992, the assessment of Montenegro for the Peacekeeping Reserve Fund will be calculated by the application of its first rate of assessment for peacekeeping operations to the authorized level of the Fund;

---

[2] See ST/SGB/2003/7.

16. *Takes note* of the report of the Secretary-General on multi-year payment plans[3] and of the related conclusions and recommendations of the Committee on Contributions;[4]

17. *Reaffirms* paragraph 1 of its resolution 57/4 B;

18. *Urges* all Member States to pay their assessed contributions in full, on time and without imposing conditions;

19. *Encourages* Member States in arrears with their assessed contributions to the United Nations to consider submitting multi-year payment plans.

84th plenary meeting
22 December 2006

[3] A/61/68.

[4] *Official Records of the General Assembly, Sixty-first Session, Supplement No. 11* and corrigendum (A/61/11 and Corr.1), paras. 75–78.

General Assembly

Distr.: General
13 February 2007

Sixty-first session
Agenda item 124

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/61/654)*]

61/238. Joint Inspection Unit

The General Assembly,

I

Reaffirming its previous resolutions on the Joint Inspection Unit, in particular resolutions 31/192 of 22 December 1976, 50/233 of 7 June 1996, 54/16 of 29 October 1999, 55/230 of 23 December 2000, 56/245 of 24 December 2001, 57/284 A and B of 20 December 2002, 58/286 of 8 April 2004, 59/267 of 23 December 2004 and 60/258 of 8 May 2006,

Having considered the report of the Unit on its activities for 2005 and its programme of work for 2006,[1]

Noting the ongoing internal reform process of the Unit aimed at further improving its effectiveness,

1. *Takes note with appreciation* of the report of the Joint Inspection Unit for 2005 and its programme of work for 2006;[1]

2. *Welcomes* the ongoing efforts made by the Unit to improve the implementation of its reform process, as indicated in paragraphs 1 to 6 of its report;

3. *Reaffirms* section I, paragraph 6, of its resolution 60/258, and requests the Unit to continue to submit an advance version of its programme of work to the General Assembly at the first part of its resumed sessions;

4. *Welcomes* the increasing focus of the programme of work of the Unit on issues of system-wide relevance, and urges the Unit, as the only system-wide external oversight body, to continue to focus its work and reports, whenever possible, on issues of system-wide interest, value and relevance to the efficient and effective functioning of all organizations to which the Unit provides services;

5. *Encourages* the Unit to increase its efforts to help to improve the efficiency and effectiveness of the respective secretariats in achieving the legislative mandates and to ensure that the mission objectives established for the organizations

[1] *Official Records of the General Assembly, Sixty-first Session, Supplement No. 34* (A/61/34).

are carried out in the most economical manner and that optimum use is made of resources available for carrying out those activities;

6. *Welcomes* the information presented in paragraphs 27 to 30 of the report of the Unit, bearing in mind that the methodology is still at the early stage of implementation, and requests that future reports, to the extent possible, also include information on estimated savings, actual savings achieved, acceptance rate of recommendations and implementation status by impact category, particularly regarding system-wide or multi-agency recommendations;

7. *Looks forward* to receiving an analysis of the eight categories of impact as described in paragraphs 29 to 31 of the report, as applied to the actual impact of its recommendations;

8. *Notes* the ongoing efforts of the Unit to improve its working methods, and invites the Unit to undergo external peer reviews as necessary;

II

Having considered the note by the President of the General Assembly on the procedures for the appointment of inspectors of the Joint Inspection Unit,[2]

Bearing in mind paragraphs 8 and 9 of General Assembly resolution 59/267 and article 3, paragraph 2, of the statute of the Unit,[3]

1. *Takes note* of the note by the President of the General Assembly on the procedures for the appointment of inspectors of the Joint Inspection Unit;[2]

2. *Confirms* the existing procedure for the appointment of the inspectors in accordance with article 3 of the statute of the Unit;[3]

3. *Decides* that, beginning on 1 January 2008, the President of the General Assembly, when drawing up a list of countries that will be requested to propose candidates, in accordance with article 3, paragraph 1, of the statute of the Unit, will invite Member States to submit the names of the countries and their respective candidates simultaneously, on the understanding that the candidates submitted are the candidates that the respective Member States intend to propose, to the extent possible, for appointment by the General Assembly, in accordance with article 3, paragraph 2, of the statute;

4. *Invites* the President of the General Assembly to submit to the Assembly, for consideration at its sixty-fourth session, a report on the effective application of the above-mentioned selection procedures in enhancing efficiency in implementing article 3, paragraph 2, of the statute.

84th plenary meeting
22 December 2006

---

[2] A/60/659.

[3] Resolution 31/192, annex.

United Nations A/RES/61/239

General Assembly

Distr.: General
8 February 2007

Sixty-first session
Agenda item 125

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/61/663)*]

61/239. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004 and 60/248 of 23 December 2005,

Having considered the reports of the International Civil Service Commission for the years 2004,[1] 2005[2] and 2006,[3] the note by the Secretariat transmitting the report of the Panel on the Strengthening of the International Civil Service[4] and the note by the Secretary-General on the findings and recommendations of the Panel,[5]

Having also considered the notes by the Secretary-General on the Senior Management Network[6] and the mobility and hardship allowance,[7]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

---

[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30), vols. I and II.

[2] Ibid., *Sixtieth Session, Supplement No. 30* and corrigendum (A/60/30 and Corr.1).

[3] Ibid., *Sixty-first Session, Supplement No. 30* (A/61/30).

[4] A/59/153.

[5] A/59/399.

[6] A/60/209.

[7] A/60/723.

Reaffirming the statute of the Commission[8] and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note* of the reports of the International Civil Service Commission for 2005[2] and 2006;[3]

2. *Invites* the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to urge the heads of the organizations of the United Nations common system to fully support the work of the Commission, including by providing the latter with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system;

I

Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

Recalling section I.E, paragraph 1, of its resolution 44/198, section VI of its resolution 51/216, section I.C of its resolution 55/223, section II.A, paragraph 7, of its resolution 57/285, section I.C of its resolution 59/268 and section XVII of its resolution 60/248,

A1
Pilot study of broad-banding/pay-for-performance

1. *Takes note* of the decisions of the Commission contained in paragraph 42 of its 2005 report[2] and paragraph 43 of its 2006 report;[3]

2. *Notes with concern* that a project manager has yet to be selected in accordance with the terms of reference of the pilot project as outlined in paragraph 86 (*a*) of the 2003 report of the Commission[9] and of which note was taken by the General Assembly in section I.A, paragraph 2, of its resolution 58/251;

3. *Requests* the Commission to ensure the dedicated project leadership required for the successful completion of the pilot study;

A2
Spouse benefits

Takes note of the decision of the Commission contained in paragraph 63 of its 2005 report;[2]

A3
Mobility and hardship allowance

1. *Commends* the Working Group for developing the proposed changes in the mobility and hardship scheme;

2. *Approves* the definitions of hardship and mobility as outlined in paragraphs 76 and 77 of the 2005 report of the Commission;[2]

---

[8] Resolution 3357 (XXIX), annex.

[9] *Official Records of the General Assembly, Fifty-eighth Session, Supplement No. 30* (A/58/30).

3. *Also approves* the proposed arrangements for mobility, hardship, non-removal and assignment grants as set out in annex II to the 2005 report of the Commission;[2]

4. *Decides* to implement the new system with effect from 1 January 2007;

A4
Education grant: review of the methodology for determining the level of the grant

1. *Takes note* of the decision of the Commission contained in paragraph 110 of its 2005 report;[2]

2. *Approves*, with effect from the school year in progress on 1 January 2007, the recommendation of the Commission in paragraph 63 of its 2006 report[3] modifying the eligibility period for the education grant;

A5
Education grant: review of the level

Approves, with effect from the school year in progress on 1 January 2007, the recommendations of the Commission contained in paragraph 62 of its 2006 report[3] and annex II thereto;

B. Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285, section IX of its resolution 59/266 of 23 December 2004 and section I.B of its resolution 59/268,

1. *Notes* the decisions of the Commission contained in paragraph 129 of its 2005 report;[2]

2. *Notes with appreciation* the work of the Commission on the framework for contractual arrangements contained in annex IV to its 2005 report;[2]

C. Hazard pay: review of the level

Recalling sections I.D of its resolutions 57/285, 58/251, and 59/268,

Notes the decisions of the Commission contained in paragraph 147 of its 2005 report[2] and annex III thereto for implementation as of 1 January 2007;

D. Entitlements of internationally recruited staff serving in non-family duty stations

Recalling section X, paragraphs 5 and 6, of its resolution 59/266,

Decides to revert to consideration of the entitlements of internationally recruited staff serving in non-family duty stations at the second part of its resumed sixty-first session following receipt of the report of the Commission on this issue;

E. Other

Requests the Commission to consider the effectiveness and impact of measures designed to promote recruitment and retention, especially in difficult duty stations, and to report thereon to it at its sixty-third session;

II

Conditions of service of staff in the Professional and higher categories

A. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period 1 January to 31 December 2006, is 114.3;

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

B. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2007, as recommended by the Commission in paragraph 94 (*a*) of its 2006 report, [3] the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories contained in annex IV to the report;

C. Senior Management Network

1. *Takes note* of the note by the Secretary-General on the Senior Management Network;[6]

2. *Endorses* the decision of the Commission contained in paragraph 211 of its 2006 report;[3]

3. *Requests* the Commission to continue to monitor the project regarding the improvement of management capacity and performance among senior staff by the United Nations System Chief Executives Board for Coordination and to advise and make recommendations to the General Assembly as appropriate;

D. Gender balance

1. *Takes note* of the findings of the Commission contained in its 2006 report;[3]

2. *Notes with disappointment* the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant underrepresentation at senior levels;

3. *Notes with concern* the findings of the Commission in paragraph 108 of its 2006 report;[3]

4. *Urges* the Commission to continue to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

E. Children's and secondary dependants' allowances: review of the level

Approves the revised amounts of children's and secondary dependants' allowances as outlined in paragraph 126 of the 2006 report of the Commission[3] and annex V thereto;

F. Identification of the highest paid national civil service

Takes note of the decision of the Commission to conclude its current total compensation study and to retain the current comparator;

G. Common scale of staff assessment

Takes note of the decisions of the Commission in paragraph 70 of its 2006 report;[3]

III

Strengthening of the international civil service

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

1. *Emphasizes* that the capacity of the Commission as a source of technical expertise and policy advice should be further strengthened;

2. *Stresses* that the work of the Commission shall be given the importance and attention it deserves by the governing bodies of the organizations of the common system;

3. *Decides* to institute a limit of two full terms for the positions of Chair and Vice-Chair of the Commission;

4. *Also decides* that the provision of paragraph 3 directly above shall apply to Chairs and Vice-Chairs of the Commission appointed after 1 January 2008;

5. *Encourages* Member States to achieve a greater gender balance in the selection of members for the Commission;

6. *Urges* Member States when proposing candidates for membership in the Commission to take into account the qualifications and experience outlined in article 3 of its statute;[8]

7. *Stresses* the importance of ensuring that candidates have managerial, leadership or executive experience, which should include knowledge of at least one of the following fields:

(*a*) Human resources management principles and practices;

(*b*) Organizational design and change management concepts and practices;

(*c*) Leadership and strategic planning concepts and practices;

(*d*) International and global issues: political, social and economic;

8. *Encourages* the Commission to continue to consider its working methods in consultation, where appropriate, with representatives of the staff and the organizations of the common system.

84th plenary meeting
22 December 2006